

**Weston Board of Education Workshop**  
**August 16, 2019 9:00 AM**  
Weston High School, Library Room A2

**1. Welcome and Overview**

Meeting was called to order at 9:05 a.m.

Present Board Members:

Gina Albert (Chairperson), Ellen Uzenoff, Anthony Pesco, Ruby Hedge, Melissa Walker

Present Administration:

William McKersie, Ph.D., Superintendent; Kenneth Craw, Ed.D., Assistant Superintendent of Curriculum & Instruction; Michael Rizzo, Assistant Superintendent of Pupil Services

**2. WPS Goals & Action Priorities 2019-20**

Discussion:

- Dr. Craw discussed outcome, goals and action plans in various areas such as:
  - NGSS implementation.
  - New graduation requirements for health education.
  - The use of reading benchmark systems for differentiation in the classroom in grades K-5.
- Mr. Rizzo presented on the Healthy Learning Environment Goal.
  - At Weston we strive to provide students with strategies and resources to manage their emotions and apply skills Emotional Intelligence.
  - The District will continue to provide staff training in RULER skills.
  - Dialectical Behavioral Therapy skills in emotional problem-solving will be integrated into the 9<sup>th</sup> and 10<sup>th</sup> grade health classes; and all grades are looking to implement a natural fit for these skills into the curriculum.
  - A School Climate Survey will be given to all students, staff and parents. A report of findings will provide information and recommendations for school and districtwide strategies for improvement.
- Dr. Craw discussed the status of District Digital Learning.
  - At WHS, all learning platforms are being consolidated into Canvas Learning Management System. The district is looking to make this transition in all of the schools.
  - Mr. Pesco asked if there are opportunities in the district to teach coding. There are opportunities intermittently during the year for K-5 students. Grades 6-8 there is a thread of courses exposing students to these concepts. The high school has recently added four higher level computer courses.
  - The Chromebook breakage rate at the middle school is currently very high. Mr. Doak and Mr. Tunks are working on getting this statistic down.
  - The district is currently piloting a modified system with Smartboards that do not require projectors and subsequently requires much less maintenance.
- Gauging Progress:
  - Helps guide the District in attaining Global Citizens Goal.
  - Reports include State assessments and the WHS Statistical Report.

- Last year a Reading Committee was formed with the goal of improving how the District uses and accesses data.
- In math, there are good interventions in grade K-5 with SRBI; in grades 6-8, the District is working to improve and create interventions at these levels.
- Interventions during the year take place at the Curriculum Council, Leadership, and Curricular Team levels.
- Facilities and Capital Improvements:
  - The District will update and refine the 10-year capital improvements projection.
  - The District has hired a new cleaning company this summer.
  - Members discussed the facilities use partnership regarding fees.
- Transportation:
  - The District is looking to implement an App for families to track the status of the buses.
  - The District will implement 11 new busses.
  - Most of the district-owned vehicles have been sold, but will retain one to two small vans for SPED during the day.
- Green Initiatives:
  - Members discussed creating an initiative to eliminate paper in all areas and to move toward more digital communications with parents.

### **3. Leadership Team Reflections on Guidance, Coaching, & Accountability to Improve Professional Performance**

Discussion:

Dr. Crow gave an overview of the Weston Teacher Evaluation Process.

- Weston's teacher evaluations are in line with State guidelines but also go beyond the State expectations for which the District obtained a special waiver from the State.
- The teacher observation process is an intensive process, which is more authentic and partnered with the administrator.
- Teachers are rated on multiple domains and standards.
- Within our system, we have a variety of systems in place to address teachers who have fallen below performance standards. There are tailored levels of assistance for improvement.
- The Professional Growth Committee is in place to implement and improve the plan as needed.

### **4. Roundtable on Priority Ideas, Issues, & Work**

Discussion:

- Dr. McKersie gave an overview of *Radical Candor* (a book that all of Leadership Team read prior to the Leadership Retreat) as a tool for improving professional performance and the goal of improving talent and keeping talent in the District.
- The Leadership team will focus on improving culture and communication with staff and having clear expectations.
- Board members discussed implementing efficiencies around monthly meetings and agreed to have a separate assembly twice per year for recognition awards rather than at regular BOE meetings.

## **5. Superintendent's Goals & Action Priorities 2019-20 (Draft document)**

Discussion:

- Board and Leadership discussed points on Superintendents Goals handout, and discussed which goals are of highest priority.
- It was agreed that further discussion would take place at an executive session since not all Board members were present.
- Members discussed possible public relations resources.
- Members discussed improvements to budget communications, such as communicating core principals rather publishing a list of the cuts that are still in discussion.
  - One suggestion, to be resolved by the Finance Committee, would be to focus the October 7 BOE Workshop on budget processes and communication.

## **6. Close**

Meeting was adjourned at 1:06 p.m. with a motion by Anthony Pesco and second by Ruby Hedge.

Respectfully submitted,

June Curiano  
Administrative Assistant to the Assistant Superintendent